



Professeur associé Nathan TONG

Département de rattachement: Organization,
Management and Human Resources

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INTÉRÊTS DE RECHERCHE

- Justice organisationnelle
- Relations professionnelles
- Interactions au travail

DOMAINE D'ENSEIGNEMENT

- Théorie des organisations
- Leadership
- Gestion des ressources humaines

FORMATION

Diplôme le plus élevé :

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| 2018 | Ph.D., Business Administration (Management/Org Behavior), University of Cincinnati, Etats-Unis d'Amérique |
| 2011 | Master of Business Administration, University of Illinois, Etats-Unis d'Amérique |
| 1999 | Bachelor, Psychologie, University of California San Diego, Etats-Unis d'Amérique |

EXPÉRIENCE ACADÉMIQUE ET PROFESSIONNELLE

Expériences académiques

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| Depuis 2022 | Professeur associé, ESSCA School of Management, France |
| 2019 - 2022 | Professeur assistant, University of Hartford, Etats-Unis d'Amérique |
| 2017 - 2018 | Chargé de cours, University of Hartford, Etats-Unis d'Amérique |
| 2015 - 2017 | Chargé de cours, University of Cincinnati, Etats-Unis d'Amérique |

Expériences en entreprise

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| 2007 - 2010 | Associé au service clientèle, Etats-Unis d'Amérique |
| 2007 - 2007 | Gestionnaire des ventes de SPA, Etats-Unis d'Amérique |
| 2004 - 2006 | Branch Manager, Moneytree, Inc, Etats-Unis d'Amérique |
| 2001 - 2003 | Store Manager, Lucky Brand Jeans, Etats-Unis d'Amérique |
| 2000 - 2001 | Assistant Manager, Abercrombie & Fitch, Etats-Unis d'Amérique |
| 1999 - 2000 | Clerk Typist, County of San Diego, Etats-Unis d'Amérique |

PRIX, DISTINCTIONS ET BOURSES

2020	Davis Fellows (Service Learning/Internships Faculty Learning Community), University of Hartford, Etats-Unis d'Amérique
2018	Critical Thinking Fellows, University of Hartford, Etats-Unis d'Amérique
2016	Outstanding Reviewer; Organizational Behavior Division for the 2016 Academy of Management Meeting, Academy of Management (AOM), Etats-Unis d'Amérique
2014	Carl H. Lindner College of Business 2014 Outstanding Graduate Student Teaching Award, University of Cincinnati, Etats-Unis d'Amérique

PUBLICATIONS SCIENTIFIQUES

Articles évalués par les pairs

KNAPP, J., LENSGES, M. et TONG, N. (2026). Pet Peeves and Sensemaking at Work. *Journal of Management Inquiry*, 35(1), pp. 47-60.

KHAZANCHI, S., SPRINKLE, T.A., MASTERSON, S.S. et TONG, N. (2018). A Spatial Model of Work Relationships: The Relationship-Building and Relationship-Straining Effects of Workspace Design. *Academy of Management Review*, 43(4), pp. 590-609.

Ouvrages

TONG, N. et URICK, M. (2023). *Bend the Knee or Seize the Throne: Leadership Lessons from the Seven Kingdoms*. 1 ed. Emerald Publishing , 156 pages.

Chapitres d'ouvrage

MASTERSON, S.S. et TONG, N. (2015). Justice perception formation in social settings. Dans: R.S. Cropanzano and M. Ambrose (ed.). *The Oxford Handbook of Justice in the Workplace*. 1st ed. London: Oxford University Press.

Conférence proceedings

TONG, N., LENSGES, M. et LAKER, L. (2025). Toward a Better Understanding of Emotions in the Workplace. Dans: *AOM Annual Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).

TONG, N. (2023). How We Treat Us: Justice Within and Between Teams. Dans: *AOM Annual Meeting*. Boston: Proceedings - Academy of Management (AOM).

TONG, N., LENSGES, M. et KNAPP, J. (2022). Grating on My Nerves: An exploration of pet peeves and their effects on employee interactions and organizations. Dans: *AOM Annual Meeting*. Seattle: Proceedings - Academy of Management (AOM).

MASTERSON, S.S., TONG, N., KEELER, K., KNAPP, J., LENSGES, M., PEAT, D.M. ... PURANIK, H.G. (2021). Between Me and You: Exploring External Contextual Factors in Employee Interactions. Dans: . Proceedings - Academy of Management (AOM), pp. 11588.

KHAZANCHI, S., SPRINKLE, T., MASTERSON, S.S. et TONG, N. (2017). Form And Function: The Dual Pathway Influence of Office Space on Work Relationships. Dans: . Proceedings - Academy of Management (AOM), pp. 13514.

CHUI, C.W.S., SUGIYAMA, K., TONG, N., YATES, M., BANSAL, P., CORLEY, K.G. ... VOUGH, H.C. (2017). INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution. Dans: *AOM Annual Meeting*. Atlanta: Proceedings - Academy of Management (AOM), pp. 10685.

MASTERSON, S.S., TONG, N. et WIESENFELD, B.M. (2013). The Changing Environment of Work: Toward a Better Understanding of Employee Externalization. Dans: . Proceedings - Academy of Management (AOM).

Communications (conférences avec comité de sélection)

TONG, N. (2024). Justice Within and Between Teams. Dans: International Conference on Social Science and Management, 4th ICSSAM: Humanity in Cyberspace : Navigating Tech and People. Taipei.

TONG, N., KNAPP, J. et LENSGES, M. (2024). Pet Peeves and Sensemaking at Work. Dans: Academy of Business Research Conference. Montréal.

SUGIYAMA, K., TONG, N., CHUI, C.W.S. et YATES, M. (2023). Collaborative Theorizing in Qualitative Research. Dans: Qualitative Research in Management and Organization Conference (QRM). Albuquerque.

TONG, N., YATES, M. et LENSGES, M. (2020). Pet Peeves in the Workplace. Dans: 21st Annual National Business and Economics Society (NBES) Conference. Puerto Vallarta.

Invité dans une conférence académique

TONG, N., MASTERSON, S.S. et HOLLENSBE, E.C. (2018). Identification and justice perceptions in exterior employees. Dans: Annual Davis Conference on Qualitative Research. Davis.

Présentations dans un séminaire de recherche

TONG, N. et LENSGES, M. (2021). Between Me and You: Exploring External Contextual Factors in Employee Interactions. Dans: HR Division sponsored paper symposium. Annual Meeting of the Academy of Management.

TONG, N. (2016). Greater than the sum of our parts: Working together on a team. Dans: The Union of Vietnamese Student Associates of the Midwest (UVSA-Midwest) Annual Leadership Summit. Cincinnati.

TONG, N. (2016). Mimosas from A to Z: From Rote Memorization to Active Remembering. Dans: Doctoral Institute Presentation. Annual Conference of the Organizational Behavior Teaching Society;. North Canton.

URICK, M., LENSGES, M., SPRINKLE, T.A., TONG, N. et WOODS, J. (2015). Katniss, Frodo, and Bootsy Collins as Management Icons: Using Pop Culture in the Classroom. Dans: Teaching and Learning Conference at the 2015 Annual Meeting of the Academy of Management;. Vancouver.

TONG, N. et HOLLENSBE, E.C. (2014). Is It Worth a Thousand Words?: Effective Use of Visuals in the Classroom. Dans: Teaching and Learning Conference at the 2014 Annual Meeting of the Academy of Management. Philadelphia.

TONG, N., MASTERSON, S.S. et HOLLENSBE, E.C. (2013). Free-Range” Workers: Organizational Identification and Justice Perception Formations in Exterior Employees. Dans: “The Changing Environment of Work: Toward a Better Understanding of Employee Externalization.” Annual Meeting of the Academy of Management. Orlando.

ACTIVITÉS DE RECHERCHE

Activités éditoriales

Travaux d'évaluation pour des revues scientifiques

Depuis 2001 Évaluateur ad-hoc, Journal of Managerial Psychology

Service à la discipline

Comité scientifique d'une conférence académique

2014 - 2014 Event coordinator, New Doctoral Student Consortium, Academy of Management (AOM), Etats-Unis d'Amérique

2013 - 2013 Logistics Committee Member, New Doctoral Student Consortium, Academy of

Travaux d'évaluation pour une conférence académique

- Depuis 2013 Évaluateur ad-hoc, Conférence annuelle, Academy of Management (AOM), Etats-Unis d'Amérique
- 2012 - 2014 Évaluateur, Conférence annuelle, Southern Management Association, Etats-Unis d'Amérique

Organisation/animation de webinaires, séminaires, de tables rondes

- 2021 - 2021 Urick, M.J., Sprinkle, T., Tong, N., & Woods, J., Co-organizers. Exploring Effective Leadership Practices Through Popular Culture. MED Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: OB, RM, Academy of Management (AOM), Etats-Unis d'Amérique
- 2021 - 2021 Tong, N., Csillag, B., Ortiz Casillas, S., Chandra Mouli, A., & Demir-Caliskan, O. Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), Etats-Unis d'Amérique
- 2020 - 2020 Tong, N. & Csillag, B., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), Etats-Unis d'Amérique
- 2019 - 2019 Sugiyama, K., Chui, C., Fan, Y., & Tong, N., Co-organizers. Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty (part of the "In the Rough" series). Managerial and Organizational Cognitions Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: RM, OB, OMT, ENT, BPS, CAR, CM, ODC, SIM, GDO, NDSC, AAM, INDAM, Academy of Management (AOM), Etats-Unis d'Amérique
- 2019 - 2019 Tong, N. & Ginena, K., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), Etats-Unis d'Amérique
- 2018 - 2018 Sugiyama, K., Chui, C., Fan, Y., & Tong, N., Co-organizers. Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty (part of the "In the Rough" series). Managerial and Organizational Cognitions Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: RM, OB, OMT, ENT, BPS, CAR, CM, ODC, SIM, GDO, NDSC, AAM, INDAM, Academy of Management (AOM), Etats-Unis d'Amérique
- 2018 - 2018 Tong, N., Ginena, K., & Jiang, W., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CMT, CAR., Academy of Management (AOM), Etats-Unis d'Amérique
- 2017 - 2017 Chui, C., Schinoff, B., Sugiyama, K., Tong, N., & Yates, M.C., Co-organizers. INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution. Managerial and Organizational Cognitions and Organizational Behavior Divisions Sponsored Professional Development Workshop, Academy of Management (AOM), Etats-Unis d'Amérique
- 2016 - 2016 Petersen, B., Schroeder, T., & Tong, N., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT., Academy of Management (AOM), Etats-Unis d'Amérique

- 2016 - 2016 Chui, C., Sugiyama, K., & Tong, N., Co-organizers. From Coding to Construction: Building and Elaborating Theoretical Models in Qualitative Research. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB., Academy of Management (AOM), Etats-Unis d'Amérique
- 2015 - 2015 Chiu, C., Sugiyama, K., Tong, N., & Yates, M., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, Academy of Management (AOM), Canada
- 2013 - 2013 Tong, N. & Masterson, S.S., Co-chairs. The Changing Environment of Work: Toward a Better Understanding of Employee Externalization. Joint Division (OB, HR), Academy of Management (AOM), Etats-Unis d'Amérique

Membre adhérent à une association académique

- Depuis 2022 Membre, International Leadership Association (ILA), Etats-Unis d'Amérique
- Depuis 2021 Membre, European Association of Work and Organizational Psychology (EAWOP), Pays-Bas
- Depuis 2011 Membre, Academy of Management (AOM), Etats-Unis d'Amérique

Service à l'institution

Membre de comité

- 2020 - 2021 Entrepreneurship faculty search committee, Department of Management, Marketing, and Entrepreneurship, University of Hartford, Etats-Unis d'Amérique
- 2019 - 2022 Nursing faculty search committee, Department of Nursing, College of Education, Nursing, and Health Professions, University of Hartford, Etats-Unis d'Amérique
- 2019 - 2020 Intercollegiate Athletics Committee, Beta Gamma Sigma Honors Society, University of Hartford, Etats-Unis d'Amérique
- 2017 - 2018 Co-Adviser (with Celia Lofink), University of Hartford, Etats-Unis d'Amérique
- 2017 - 2017 Promotion and Tenure Committee; Department of Management, Marketing, and Entrepreneurship, Barney School of Business, University of Hartford, Etats-Unis d'Amérique
- 2016 - 2016 Department Head Nominating Committee, Management Department, University of Cincinnati, Etats-Unis d'Amérique
- 2012 - 2015 Brown Bag Luncheon Coordinator/Co-Coordinator, University of Cincinnati, Etats-Unis d'Amérique
- 2012 - 2015 PhD Information Session Student Representative, Department of Management, University of Cincinnati, Etats-Unis d'Amérique
- 2010 - 2011 Student Ambassador, Liataud Graduate School of Business, University of Illinois, Etats-Unis d'Amérique